

ENVIRONMENTAL, HEALTH, SAFETY and SUSTAINABILITY POLICY

Zimmer Biomet is committed to protecting the environment, providing a safe and healthy workplace, and the highest standards of sustainability performance.

We realize that our environmental impact and the health and safety of our employees is an important part of our mission to 'Alleviate pain and improve the quality of life for people around the world.' By integrating effective EHS&S management systems into all layers of the organization, we can deliver unparalleled medical device innovation while preserving resources for future generations.

Zimmer Biomet commits to the continual improvement of our EHS&S management systems and performance. Promotion of employee health and protection of employee safety are among our most important priorities.

Zimmer Biomet will utilize the guiding principles below to ensure EHS&S performance beyond market expectations:

- Meet or exceed all applicable global, national, or local regulations and EHS&S company requirements.
- Establish goals to use energy, water and raw materials efficiently throughout the entire lifecycle of our products.
- Ensure all Zimmer Biomet employees own compliance by including EHS&S efforts as a critical part of all individual and site performance objectives.
- All team members, including contractors and suppliers, demonstrate behaviors that are consistent with a culture of world-class EHS&S.
- Communicate this policy and our overall EHS&S performance with employees, customers, shareholders, and any interested parties.
- Provide EHS&S information openly and share best practices in order to enhance environmental, health, safety and sustainability targets.
- Empower all levels of Management to implement this policy, allocate adequate resources, and support our EHS&S programs.